

Action	Corporate Objective	Target/Aim/ Outcome	Planned Start Date	Due Date	Assigned to	Other services required (only list those service inputs which would not be considered 'business as usual')
Review contract for Occupational Health services	Support the delivery of all Council Objectives	Explore procurement options for the contract for this vital employee service. Current contract ends March 2023	01/04/21	31/03/22	Maggie & Laura	Procurement & Legal
Conduct a review of employee benefits package	Support the delivery of all Council Objectives	Understanding of value to employees of current benefits package to determine future direction and possible provision of new benefits.	01/04/21	31/03/22	Maggie & Jo	
Exit payment reform	Support the delivery of all Council Objectives	Follow and implement any changes relating exit pay reform and LGPS/pension changes including pension discretions	01/04/21	31/03/22	Jo Keshishian	
Deliver "Shaping our Future" organisational development programme	Support the delivery of all Council Objectives	Build on existing work and pull together all relevant strands to develop an organisational culture and capability to meet the future needs of the Council	01/04/20	31/03/22	Ian Couper Keith Crampton	
Review of format and content of remaining HR Policies	Support the delivery of all Council Objectives	Ensure all policies are fair, necessary and consistent and are formatted with a customer facing focus.	01/11/18	31/03/22	HRM	Policy Users
Gender Pay Gap (GPG) reporting and delivery of the Inclusion Action plan	Enable an enterprising and co-operative economy	Provision of accurate information in relation to reporting requirements. Deliver on action plan e.g. leadership development, succession planning.	01/04/21	31/03/22	Jo, Maggie & Helen	
Equalities Reporting and feeding into the Inclusion group	Support the delivery of all Council Objectives	Provision of accurate information in relation to reporting requirements.	01/04/21	31/03/22	Jo & Maggie	
Mental Health Financial Wellbeing	Support the delivery of all Council Objectives	Developing the work already done on mental health, with money worries being a significant stressor, focus work on helping people manage their finances .	01/04/21	31/03/22	Helen & Laura	
Increased HR automation of processes - digital transformation?	Support the delivery of all Council Objectives	Implement changes to e-administration and process handling of HR work and link to transformation work	01/04/19	31/03/22	Jo Keshishian Laura Bignell	Customer Services, IT
Annual Pay Policy Statement	Enable an enterprising and co-operative economy	Publication to comply with Section 40 of the Localism Act & the Local Government Transparency Code 2014 and proposed changes arising from the Enterprise Bill	01/04/21	31/03/22	Jo Keshishian	Finance
Develop a wide range of Learning and Development Opportunities embracing technology where possible	Enable an enterprising and co-operative economy	To develop the wider use of GROW Zone resources and supplement face to face training activity with range of responsive and engaging solutions	01/04/20	30/03/20	Keith Crampton	
Manage the councils recruitment and training of apprentices	Enable an enterprising and co-operative economy	Ensuring effective use of the Apprentice Salary Budget and the Apprentice Levy to meet targets and support services and help primarily young people get a route into work and a career	01/04/21	31/03/22	Helen & Laura	
Income generation from selling HR services or other income generation ideas.	Enable an enterprising and co-operative economy	generate income from acting on ideas for any possible income generation from HR	01/04/21	31/03/22	HR Managers	Commercial
People recovery plan and actions associated with post-pandemic working	Support the delivery of all Council Objectives		01/04/21	31/03/22	HR Managers	